



SAP SuccessFactors Q1 2018 Review

Overview

By [Stephen Burr](#), HCM Consulting Executive Manager, Zalaris UK&I

As we've seen in the [previous quarterly posts](#) from my colleagues, we endeavour to cover the wide range of content released by SAP SuccessFactors.

This Q1 release is about 30% smaller than each of the releases in 2017. While some areas have retained a similar number of changes (EC Payroll, Learning, Recruiting), other areas are notably smaller such as Employee Central and Onboarding (the latter due to the major re-design for "Onboarding 2018", that is currently underway).

Roadmap

The SAP SuccessFactors roadmap was just released (April 2018 ref: [PDF](#) and [Webinars](#)) and positions the product as an enabler to digital HR transformation. The strategy and direction is to help HR and business leaders to:

- Do less, deliver more
- Create awesome experiences
- Fuel phenomenal results.

... and all in a fair way ("Beyond Bias"), wherever (EC now localised for 89 countries) and whenever you want; web and mobile capability continues to increase with this release including mobile improvements for filtering friendly Learning content, iPhone 10 Face ID support and time recording directly from the mobile (iOS and Android) home screen.

Aside from the common theme of User Experience (modern, simple and consistent), another recurring theme is extensibility; both within the application and outside via integrations.

GDPR

This is the last release before the GDPR initiate on 25th May 2018 and I am sure by now that this is a term that needs little explanation (if it does, read [here](#))! Again tools to assist companies with GDPR compliance feature heavily in this release; we've dedicated one of our posts to [GDPR](#) because of this. It is also gets first mention from



Amy Wilson, Head of Product at SAP SuccessFactors in her Q1 Release Highlights [YouTube video](#).

Clearly this is a massive piece of legislation, many years in the making, which is designed to make the digital and data-driven world easier and clearer. Given recent news attention on what data is collected, by whom, and for what purpose it is very important to all of us. I envisage there will be at least one high profile case in the coming months and certainly we, at Zalaris, are seeing companies seriously considering their treatment of data across their business processes (both digital and non-digital). This is not an insignificant challenge in lots of areas. However, I would say that the range of functions and information SAP has provided on this topic has been good in the HCM area which supplemented with our blog posts enables you to ensure you are compliant; if you need further assistance to deploy any of the GDPR features please don't hesitate to contact us.

Conclusion

I hope you've enjoyed our series of posts on the Q1 2018 release of SAP SuccessFactors. If you haven't read the other [posts](#) I'd encourage you to go back and read them.

I'd like to take the opportunity to once again thank my colleagues once again for their hard work in bringing you their insights and I hope the larger SAP SuccessFactors community has found them useful too.

If you are interested in SAP SuccessFactors and our expertise in this area please reach out to us via our [contact page](#) and we look forward to speaking to you soon.